

**China Spring Independent School District**  
**China Spring Middle School**  
**2021-2022 Campus Improvement Plan**



# Mission Statement

Our mission, in partnership with the community, is to provide individualized learning experiences to prepare students for success in life.

## Vision

Our vision in China Spring Independent School District is to strive for continuous improvement of our educational system by providing opportunities for all to achieve excellence.

## Translation Statement

### CSISD Translation Policy:

Required Documents will be translated to parents upon request in a language they can understand, such as through translated materials or a language interpreter and to adequate notice of information about any program, service, or activity that is called to the attention of all parents.

#### Process for Requesting Translations for District Wide Documents:

Submit English to Spanish or Preferred Language Translation Request to Jennifer Crook, Executive Director of Curriculum and Instruction, [jcrook@chinaspringisd.net](mailto:jcrook@chinaspringisd.net), 254-836-1115.

Expect 5 business days for 1- page documents and 8-10 business days for 3 or more pages.

Jobs will be prioritized by the date they are scheduled on the “First come, first serve” basis. CSISD reserves the right to review and approve all requests submitted. Documents that may be translated are those documents that have a direct impact on media and communication issues.

### Política de traducción de CSISD:

Los documentos requeridos se traducirán a los padres cuando lo soliciten en un idioma que puedan entender, por ejemplo, a través de materiales traducidos o un intérprete de idiomas, y con un aviso adecuado de información sobre cualquier programa, servicio o actividad que se llame a la atención de personas que todos los padres.

#### Proceso para solicitar traducciones para documentos de todo el distrito:

Envíe una solicitud de traducción de inglés a español o lenguaje preferido a Jennifer Crook, Directora Ejecutiva de Currículo e Instrucción, [jcrook@chinaspringisd.net](mailto:jcrook@chinaspringisd.net), 254-836-1115.

Espere 5 días hábiles para documentos de 1 página y 8-10 días hábiles para 3 o más páginas.

Los trabajos se priorizarán en la fecha en que se programen en base a "Primero en llegar, primero en servir". CSISD se reserva el derecho de revisar y aprobar todas las solicitudes enviadas. Los documentos que pueden traducirse son aquellos documentos que tienen un impacto directo en los problemas de comunicación y medios.

# **Parent and Family Engagement Policy**

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

China Spring ISD covers 75 square miles and is generally considered to be a suburb of Waco. The district is projected to serve approximately 2,900 students and is experiencing continuous growth. CSISD has high academic goals and standards for its students as evidenced by its strong commitment to instructional improvement and staff development. All campuses have received high marks from the Texas Education Agency for outstanding student performance on the STAAR (State of Texas Assessment of Academic Readiness) exams for the most recent exams administered during the 18-19 school year since that was the most recent year for official results. Please visit the district's website at [www.chinaspringisd.net](http://www.chinaspringisd.net) for more information regarding district programs.

Anglo/Non-Hispanic 68.3%

Hispanic 22%

African-American 6.9%

Asian .9%

Hawaiian/Pac. Islander 0%

Amer. Ind./Alaskan Nat. 0%

Two or More 1.9%

### Demographics Strengths

CSISD continues to see growth in enrollment.

CSMS parents are engaged and involved at the middle school campus.

CSISD has a strong community and business relationships and partnerships.

# Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

## Improvement Planning Data

- District goals
- Campus goals
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- Covid-19 Factors and/or waivers

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Effective Schools Framework data
- Accountability Distinction Designations
- Federal Report Card Data

## Student Data: Assessments

- State and federally required assessment information
- (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- STAAR EL progress measure data
- Student Success Initiative (SSI) data for Grades 5 and 8
- SSI: Compass Learning accelerated reading assessment data for Grades 6-8 (TEA approved statewide license)
- Student failure and/or retention rates
- Running Records results
- Observation Survey results

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and progress
- Special programs data, including number of students, academic achievement, discipline, attendance, and progress
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Dyslexia Data
- Response to Intervention (RtI) student achievement data

## Student Data: Behavior and Other Indicators

- Student surveys and/or other feedback
- Class size averages by grade and subject
- School safety data

### **Employee Data**

- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact

# Goals





**Goal 1:** China Spring Middle School will maintain rigorous standards of academic achievement to prepare 21st-century learners for graduation and post-secondary success.

**Performance Objective 1:** CSMS students will continue to make gains on STAAR assessments resulting in an increase of at least one point in Domain 1 student achievement.

**Evaluation Data Sources:** STAAR scores

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Monitor appropriate assessments to document student progress.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved student growth:            Test Results Universal Screenings Progress Monitoring            Mid-Year Benchmark Tests, if applicable Benchmark Tests</p> <p><b>Staff Responsible for Monitoring:</b> Principal            Assistant Principal            Campus Counselor            Classroom Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4 - <b>TEA Priorities:</b> Build a foundation of reading and math</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Monitor curriculum that is scientifically research-based, aligned to the state standards, aligned with assessments, and one that provides varied instructional strategies to ensure academic success for all students in all subject areas.</p> <p><b>Strategy's Expected Result/Impact:</b> Aligned Curriculum:            Walk-throughs Teacher Lesson Plans T-TESS            Professional Learning Community (PLC)</p> <p><b>Staff Responsible for Monitoring:</b> Principal            AP            Campus Counselor            Classroom Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5 - <b>TEA Priorities:</b> Build a foundation of reading and math</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>



Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Core content teachers(ELAR, Math, Science, and History) will attend weekly PLC's throughout the school year as a department/grade level.</p> <p><b>Strategy's Expected Result/Impact:</b> The quality of instruction in the classrooms will be improved which will in turn help students improve Teams will have time to share ideas and plan together</p> <p><b>Staff Responsible for Monitoring:</b> Asst. Supt. of C,I,&amp;A Principal Assistant Principal Core Content Classroom Teachers</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Honors English, Math, and Science is offered to students who qualified based on our locally identified honors criteria.</p> <p><b>Strategy's Expected Result/Impact:</b> Provide opportunities to challenge all students. Students would continue to demonstrate high levels of mastery on assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Principal AP Campus Counselor Honors Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.5 - <b>TEA Priorities:</b> Build a foundation of reading and math</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Tutorials/Intervention will be provided and monitored in core subject areas all school year as needed to meet the HB 4545 standard of expectation. Tutorials/Intervention will be offered before school, after school, and during scheduled intervention classes.</p> <p><b>Strategy's Expected Result/Impact:</b> Students attending tutorials will show growth on universal assessments as well as local test, benchmark, and STAAR tests.</p> <p><b>Staff Responsible for Monitoring:</b> Principal AP Intervention Teachers Classroom Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
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**Goal 1:** China Spring Middle School will maintain rigorous standards of academic achievement to prepare 21st-century learners for graduation and post-secondary success.

**Performance Objective 2:** CSMS will continue to support CCMR through tangible opportunities on campus.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Monitor activities and programs to promote Career and Technology Education pathways.  <b>Strategy's Expected Result/Impact:</b> Improvement in Career and Technology programs/activities:</p> <p>Policies/Procedures Coordination/Planning Career Investigations  <b>Staff Responsible for Monitoring:</b> Principal                      AP                      Campus Counselor                      Classroom Teachers  <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6</p>	Formative			Summative
	Oct	Dec	Feb	Apr
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Increase collaboration on behalf of special education students to ensure development of appropriate individualized transition plans, as well as providing all special education and at-risk students classroom support leading to endorsement opportunities and vocational employment readiness  <b>Strategy's Expected Result/Impact:</b> Increase in CCMR for special education and at-risk student populations:</p> <p>Transition process started with Transition Coordinator                      Completion of IEP with employable skills  <b>Staff Responsible for Monitoring:</b> Dir. of Special Education Programs                      Principal                      AP                      Campus Counselor                      Classroom Teachers                      Transition Coordinator  <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6</p>	Formative			Summative
	Oct	Dec	Feb	Apr
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Participate with institutions of higher education through our continued participation in an 8th Grade College Knowledge Trip.  <b>Strategy's Expected Result/Impact:</b> Students have a better understanding of their college options and what</p>	Formative			Summative
	Oct	Dec	Feb	Apr


they need to accomplish in high school in order to achieve their dreams beyond high school.

**Staff Responsible for Monitoring:** Principal

**TEA Priorities:** Connect high school to career and college

 No Progress

 Accomplished





 Continue/Modify

 Discontinue

**Goal 1:** China Spring Middle School will maintain rigorous standards of academic achievement to prepare 21st-century learners for graduation and post-secondary success.

**Performance Objective 3:** School Progress score will increase at least one point with a gain in the number of students meeting and exceeding a year's worth of academic growth in Domain 2.





**Evaluation Data Sources:** STAAR Scores  
TAPR Report

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Attend training for campus administrators and staff on calculation and monitoring of student progress.  <b>Strategy's Expected Result/Impact:</b> Informed practice for monitoring data:                      Meeting Agendas- PLC, Administrators, In-service  <b>Staff Responsible for Monitoring:</b> Principal AP</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Participate in training to special education staff regarding the use of general education data to drive individualized instruction and related plans.  <b>Strategy's Expected Result/Impact:</b> Increase in data-informed design of individual instruction:                      Training agenda Campus data Aware data  <b>Staff Responsible for Monitoring:</b> Special Education Teachers                      Inclusion Teachers  <b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Monitor reading intervention, math intervention, and study lab for those identified as struggling through RTI process and data.  <b>Strategy's Expected Result/Impact:</b> Students will show growth on unit assessments, benchmarks, and STAAR scores.  <b>Staff Responsible for Monitoring:</b> Principal                      Campus Counselor                      Intervention teachers                      Classroom teachers  <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
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**Goal 1:** China Spring Middle School will maintain rigorous standards of academic achievement to prepare 21st-century learners for graduation and post-secondary success.

**Performance Objective 4:** Closing the performance gap will increase at least one point as the achievement gap among subgroups decreases.





**Evaluation Data Sources:** STAAR Scores

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Ensure campus administration and staff have the appropriate knowledge of- and are monitoring campus-relevant ethnic subgroups as well as eco dis and special education.</p> <p><b>Strategy's Expected Result/Impact:</b> Gap improvement by campus: Training Agendas PLC Agendas Aware Data STAAR/EOC Data</p> <p><b>Staff Responsible for Monitoring:</b> Principal AP Campus Counselor Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Monitor tutorials/intervention for 8th Grade History targeting specific TEK sets. After school tutorials will be provided as needed throughout the year to help special education and non-special education students. 7th Grade History will pre-teaching academic vocabulary and key information that will help students be more successful when they get to 8th-grade history.</p> <p><b>Strategy's Expected Result/Impact:</b> Develop better readiness for 8th Grade History. All students will show growth on their unit assessments in 8th grade history. 8th Grade History STAAR scores will increase as a whole, but special education STAAR scores specifically will increase in 8th grade history.</p> <p><b>Staff Responsible for Monitoring:</b> Principal AP 8th Grade History Teachers 7th Grade history Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>Additional Targeted Support Strategy</b></p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
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**Goal 1:** China Spring Middle School will maintain rigorous standards of academic achievement to prepare 21st-century learners for graduation and post-secondary success.

**Performance Objective 5:** Improve the Gifted and Talented Program to differentiate instruction for all gifted learners.





**Evaluation Data Sources:** Parent Surveys, Teacher Training Records, CSISD Staff Development Records

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Assist teachers in identifying gifted learning and support students for increased performance on state assessments.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased scores on assessments and State Assessments by gifted learners: GT student worksheet and progress monitoring</p> <p><b>Staff Responsible for Monitoring:</b> GT Coordinator</p> <p><b>Title I Schoolwide Elements:</b> 2.5</p>	Formative			Summative
	Oct	Dec	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 1:** China Spring Middle School will maintain rigorous standards of academic achievement to prepare 21st-century learners for graduation and post-secondary success.

**Performance Objective 6:** Increase LEP Language Proficiency by at least one level.

**Evaluation Data Sources:** TELPAS, STAAR

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Ensure that all ELAR teachers of LEP students are ESL certified.  <b>Strategy's Expected Result/Impact:</b> Increase in ESL strategies to support ELL students: Teacher Certification Record  <b>Staff Responsible for Monitoring:</b> Principal AP  <b>Title I Schoolwide Elements:</b> 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Monitor proper in-class support strategies for ELL students through recommendations from LEP teacher and LPAC.  <b>Strategy's Expected Result/Impact:</b> Increase in effective instruction: LPAC documentation  <b>Staff Responsible for Monitoring:</b> ELL Teacher Classroom Teacher  <b>Title I Schoolwide Elements:</b> 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
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**Goal 1:** China Spring Middle School will maintain rigorous standards of academic achievement to prepare 21st-century learners for graduation and post-secondary success.

**Performance Objective 7:** Increase Special Education and At-Risk Student Group academic achievement and passing rates of STAAR and EOC through proper identification and appropriate levels of instruction and rigor.

**Evaluation Data Sources:** STAAR





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Ensure that Special Education Inclusion teachers are involved in campus professional learning communities.</p> <p><b>Strategy's Expected Result/Impact:</b> Maintain appropriate curriculum design, rigor and pace: PLC sign-in sheets</p> <p><b>Staff Responsible for Monitoring:</b> Principal Inclusion Teachers</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Support opportunities for professional development of Special Education and Inclusion teachers to stay abreast of best practices and inclusive strategies for teaching.</p> <p><b>Strategy's Expected Result/Impact:</b> Innovative practices for relating content at high levels of rigor while addressing individual needs: Local Training records Teacher PD record</p> <p><b>Staff Responsible for Monitoring:</b> Dir. of Special Education Programs Principal</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Monitor targeted intervention plans with strategies for skills based on areas of individual academic need in order to improve success on state testing.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased performance in "bubble" reporting categories per individual student through benchmarks/state assessment: Intensive Intervention Plans, Progress Monitoring</p> <p><b>Staff Responsible for Monitoring:</b> Principal AP Campus Counselor Intervention/Classroom Teachers Special Education Staff</p> <p><b>Title I Schoolwide Elements:</b> 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>



Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Properly identify students with Dyslexia and provide appropriate programmed instruction.  <b>Strategy's Expected Result/Impact:</b> Students would be identified and receive proper instruction which would ultimately lead to student growth.  <b>Staff Responsible for Monitoring:</b> Dyslexia Specialists  <b>Title I Schoolwide Elements:</b> 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Monitor drop-out prevention programs to enhance instruction for students requiring intervention programs.  <b>Strategy's Expected Result/Impact:</b> Provide appropriate interventions to students so they are equipped with skills to advance to high school and eventually graduate.  <b>Staff Responsible for Monitoring:</b> Principal  AP  Campus Counselor  Teachers  <b>Title I Schoolwide Elements:</b> 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 6 Details	Reviews			
<p><b>Strategy 6:</b> Administer universal screeners and utilize teacher, parent, and benchmark data to identify students at risk for academic failure.  <b>Strategy's Expected Result/Impact:</b> Students will be identified and interventions will be in place to help students be successful.  <b>Staff Responsible for Monitoring:</b> Principal  Campus Counselor  Intervention and Classroom Teachers  <b>TEA Priorities:</b> Build a foundation of reading and math</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 7 Details	Reviews			
<p><b>Strategy 7:</b> Identify students who are homeless and provide services to support enrollment, attendance, and success.  <b>Strategy's Expected Result/Impact:</b> Students will be identified and appropriate support will be in place to help students be successful.  <b>Staff Responsible for Monitoring:</b> Principal  AP  Campus Counselor  Teachers</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
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**Goal 1:** China Spring Middle School will maintain rigorous standards of academic achievement to prepare 21st-century learners for graduation and post-secondary success.





**Performance Objective 8:** Increase technology in instructional and administrative settings.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Continue to evaluate campus technology plan: training, infrastructure, hardware/software needs, teacher compliance, participation, and follow-up.</p> <p><b>Strategy's Expected Result/Impact:</b> Anticipate and fulfill technology needs for the campus.</p> <p><b>Staff Responsible for Monitoring:</b> CSISD Technology Team Principal AP</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Participate in targeted staff development based on staff and student needs.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase effective implementation of technology to increase the effectiveness of classroom instruction.</p> <p><b>Staff Responsible for Monitoring:</b> Principal AP CSISD Technology Team IT Staff</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Send teachers to targeted technology trainings based on staff and student need.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase effective implementation of technology to increase the effectiveness of classroom instruction.</p> <p><b>Staff Responsible for Monitoring:</b> Principal CSISD Technology Team</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 2:** China Spring Middle School will relentlessly pursue effective engagement with families and the community to foster shared responsibility for student achievement.

**Performance Objective 1:** In 2021-2022, parent /community involvement will increase through intentional reengagement of traditional campus events.





**Evaluation Data Sources:** Parent sign in sheets

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Advertise "Parent Summit" sessions by topic to increase awareness and build relationships among CSISD and stakeholders.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase parent attendance (in-person) Increase online views of parent sessions</p> <p><b>Staff Responsible for Monitoring:</b> Principal CSISD Technology Team</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Utilize a variety of media formats to promote, inform, educate, and engage stakeholders.</p> <p><b>Strategy's Expected Result/Impact:</b> Parents would be informed about CSMS happenings Increase parent participation at CSMS events.</p> <p><b>Staff Responsible for Monitoring:</b> Principal AP</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Have teachers log parent-teacher contacts (in person, phone calls, emails, post cards, remind, etc.)</p> <p><b>Strategy's Expected Result/Impact:</b> Increase number of parent teacher contacts (in person, phones calls, emails, remind, etc.)</p> <p><b>Staff Responsible for Monitoring:</b> Principal AP</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Continue Career Investigations instruction regarding higher education admissions and processes, financial aide and grant opportunities and sources, and curriculum advising options.</p> <p><b>Strategy's Expected Result/Impact:</b> Students have a better understanding of the requirements needed to reach their future goals beyond high school.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Campus Counselor Career Investigations Teachers</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 2:** China Spring Middle School will relentlessly pursue effective engagement with families and the community to foster shared responsibility for student achievement.

**Performance Objective 2:** CSMS will continue to increase its electronic and social media presence to enhance community support and engagement by informing stakeholders of educational advancements, innovations, and opportunities offered by the campus and district.

**Evaluation Data Sources:** Views, shares, likes, comments, posts, clicks

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Coordinate social media responsibilities and schedule of social media postings. <b>Strategy's Expected Result/Impact:</b> Continue to increase the school's social media presence. <b>Staff Responsible for Monitoring:</b> Principal AP	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Support learning opportunities to campus personnel for increasing capacity and impact of social media posts. <b>Strategy's Expected Result/Impact:</b> Increase the amount of posts sharing the positives occurring at CSMS. <b>Staff Responsible for Monitoring:</b> Principal	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Maintain campus calendar of events in digital format on website. <b>Strategy's Expected Result/Impact:</b> Stakeholders will be kept up to date on events happening at CSMS. <b>Staff Responsible for Monitoring:</b> Principal AP MS Office Secretary	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 3:** China Spring Middle School will provide learning environments and structures designed to promote a physical, emotional, and cultural focus on safety, wellness, and order.

**Performance Objective 1:** Ensure safe and secure facilities and environment for both staff and students.

**Evaluation Data Sources:** Emergency Operating Procedures

SRO Reports

Drill Records

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Monitor campus plans and procedures in the CSISD Emergency Operations Plan and disseminate accordingly.</p> <p><b>Strategy's Expected Result/Impact:</b> Alignment/Implementation of District Emergency Plan:</p> <p>Updated EOP Drill Documentation Staff/Student Training CSISD Police Department</p> <p><b>Staff Responsible for Monitoring:</b> Principal AP Safety &amp; Security Committee</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Clearly communicate mechanisms for reporting bullying and/or other student safety concerns.</p> <p><b>Strategy's Expected Result/Impact:</b> Provide increased opportunities for reporting student safety concerns:</p> <p>See Something, Say Something Online report usage BARK</p> <p><b>Staff Responsible for Monitoring:</b> Principal AP Campus Counselor CSISD Technology Dept.</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Monitor safe/drug-free school and community activities.</p> <p><b>Strategy's Expected Result/Impact:</b> Evidence of activities promoting safe/drug-free educational environment:</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>

District-wide initiatives Campus based initiatives  
**Staff Responsible for Monitoring:** Principal  
AP  
Campus Counselor  
CSISD Technology Dept  
CSISD Police Dept.



No Progress



Accomplished



Continue/Modify







Discontinue

**Goal 3:** China Spring Middle School will provide learning environments and structures designed to promote a physical, emotional, and cultural focus on safety, wellness, and order.

**Performance Objective 2:** CSMS will ensure that students, parents, and staff have access to physical and emotional health and wellness information.

**Evaluation Data Sources:** CSMS website, CSISD Website, Parent Newsletters, District Messenger

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Monitor links on campus website for students, parents, and staff regarding issues of wellness, substance abuse, bully prevention, violence prevention, suicide prevention, and additional areas of concern.</p> <p><b>Strategy's Expected Result/Impact:</b> Live links Site Analytics</p> <p><b>Staff Responsible for Monitoring:</b> Principal AP District Technology Team Campus Counselor</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Regularly convene with the staff and Site-Based Decision team to discuss issues related to the campus and gather input on recommendations for adjustment or inclusion in practice.</p> <p><b>Strategy's Expected Result/Impact:</b> Faculty Meeting agendas Site-Based Decision Making agendas Sign-in sheets</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Advertise platforms for in-person, live via Facebook, Twitter, and Instagram, or recorded viewing of Parent Summit programs for parents, students, and stakeholders to gain awareness of pertinent issues facing our youth to include, but not limited to, Human Trafficking, Suicide Prevention, Substance Abuse, Technology, Vaping Crisis, and life beyond HS.</p> <p><b>Strategy's Expected Result/Impact:</b> Availability of information for live participation and review Sign-in sheets</p> <p><b>Staff Responsible for Monitoring:</b> Deputy Supt. Principal District Technology Team</p> <p><b>Title I Schoolwide Elements:</b> 3.2</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>





Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Monitor training to all staff in methods of Positive Behavioral Interventions and Supports for behavior and conflict resolution, violence prevention programs to include dating violence, sexual and verbal harassment and assault and physical aggression. <b>Staff Responsible for Monitoring:</b> Principal AP Campus Counselor	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				



**Goal 3:** China Spring Middle School will provide learning environments and structures designed to promote a physical, emotional, and cultural focus on safety, wellness, and order.

**Performance Objective 3:** Promote anti-bullying campaign through "See Something, Say Something".





**Evaluation Data Sources:** Website, bullying reports/investigations

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Ensure placement of program posters in multiple highly visible areas.  <b>Strategy's Expected Result/Impact:</b> Provide students with repeated visuals to know what options are available:                      Periodic campus walks to verify poster placement  <b>Staff Responsible for Monitoring:</b> Principal AP</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Advertise opportunities for reporting bullying and other suspicious activity through website link.  <b>Strategy's Expected Result/Impact:</b> Opportunity for students to speak up in private:                      See Something Say Something  <b>Staff Responsible for Monitoring:</b> Principal AP                      District Technology Team</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Maintain clearly stated documentation regarding the district's response to bullying reports, investigations, and ensure state mandates are in place.  <b>Strategy's Expected Result/Impact:</b> Informed stakeholders at all levels: Annual Review of Documents and reports  <b>Staff Responsible for Monitoring:</b> Principal AP                      District Technology Team</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress                 </div> <div style="text-align: center;">  Accomplished                 </div> <div style="text-align: center;">  Continue/Modify                 </div> <div style="text-align: center;">  Discontinue                 </div> </div>				

**Goal 4:** China Spring Middle School will recruit, develop, and retain highly effective school leaders, teachers, and staff which reflect the rich diversity of the students CSISD serves.

**Performance Objective 1:** Hire quality and qualified staff that matches the culture and diversity of CSISD.





**Evaluation Data Sources:** Teacher Assignment Report, Equity Data/PR1500

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Attend regional and relevant job fairs to recruit qualified instructional staff. <b>Strategy's Expected Result/Impact:</b> Increased quality candidates: Job Fair Sign-in sheets Applicants/Resumes from job fairs <b>Staff Responsible for Monitoring:</b> Principal <b>TEA Priorities:</b> Recruit, support, retain teachers and principals	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Ensure teacher certification matches teacher assignment, including ESL for ELAR teachers for new hires. <b>Strategy's Expected Result/Impact:</b> Qualified instructional staff in place: SBEC Certification Teacher Assignment Chart <b>Staff Responsible for Monitoring:</b> Principal AP HR Dept. <b>TEA Priorities:</b> Recruit, support, retain teachers and principals	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> 0% No Progress</span> <span> 100% Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 4:** China Spring Middle School will recruit, develop, and retain highly effective school leaders, teachers, and staff which reflect the rich diversity of the students CSISD serves.

**Performance Objective 2:** Promote Campus-Wide positive work environment to retain quality personnel.





**Evaluation Data Sources:** Stay Interviews, Climate/Campus surveys

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Monitor mentoring program for teachers new to district and/or profession to increase level of comfort, satisfaction, and decrease learning curve.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased performance and retention among new teachers: Mentor Meeting Agenda New Cougar Orientation Agenda New Teacher survey (mid semesters)</p> <p><b>Staff Responsible for Monitoring:</b> Principal AP Mentor Teachers</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Celebrate Faculty and Staff Members of the Month and their achievements at Board Meetings, on Campus social media.</p> <p><b>Strategy's Expected Result/Impact:</b> Recognition of efforts, positive atmosphere: Board Book Website and Media Postings</p> <p><b>Staff Responsible for Monitoring:</b> Principal AP</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Annually recognize retiring personnel and those with years of service awards within the district and campus celebrations.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in pride/commitment to CSISD: Employee Awards/End of Year Ceremony</p> <p><b>Staff Responsible for Monitoring:</b> Principal Sunshine Committee</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 4:** China Spring Middle School will recruit, develop, and retain highly effective school leaders, teachers, and staff which reflect the rich diversity of the students CSISD serves.

**Performance Objective 3:** Provide relevant Professional Development related to District/Campus needs.

**Evaluation Data Sources:** Walkthrough data, TTESS data, Professional Development Sign-In Sheets

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide and monitor PD that relates to individual campus performance objectives.  <b>Strategy's Expected Result/Impact:</b> Teachers would be better equipped with strategies related to performance objectives.  <b>Staff Responsible for Monitoring:</b> Principal AP  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Facilitate and support highly effective and on-going PD for teachers and paraprofessionals.  <b>Strategy's Expected Result/Impact:</b> Teachers would be better equipped with tools that would help them provide better instruction  <b>Staff Responsible for Monitoring:</b> Principal AP  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Feb</b>	<b>Apr</b>
<p>  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				